



RAP Impact Measurement Questionnaire

Frequently asked questions





RECONCILIATION
AUSTRALIA

Frequently asked questions

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Frequently asked questions

What is RAP reporting?

Reporting on your RAP is an annual mandatory requirement of the RAP program, which is a commitment in the Reporting section of every RAP. To meet the reporting requirements, organisations are required to complete the RAP Impact Measurement Questionnaire, once every 12 months. The RAP Impact Measurement Questionnaire is an online questionnaire designed to measure progress against the minimum requirements of the RAP Program.

In addition to completing the RAP Impact Measurement Questionnaire, we encourage all organisations to produce a public report to comprehensively capture RAP progress. This could take the form of a stand-alone publication, publishing the information on your website or as part of your annual report. Reporting publicly gives your organisation the opportunity to promote and celebrate your achievements, and show leadership by sharing key learnings with the RAP community.

Why is it important to report?

Data submitted through your RAP Impact Measurement Questionnaire contributes to Reconciliation Australia's annual RAP Impact Measurement Report, which outlines the collective impact of the RAP program. This data will enable Reconciliation Australia to determine the effectiveness of the RAP program. Additionally, the achievements and key learnings of your organisation will assist Reconciliation Australia to further develop the RAP Program

Although, reporting is a requirement of the RAP Program, it is also an opportunity to assess how your organisation is tracking against its commitments.

When is our report due?

Organisations are required to report on RAP progress by 30 September each year in order to prepare the RAP Impact Measurement Report for publication in the following year. This year, the reporting deadline will be extended to **2 November 2018**.

Unfortunately due to the nature of the 2018 Questionnaire, there will not be an opportunity for further extensions. The site will close shortly after the deadline.

The RAP reporting period for Reconciliation Australia is **1 July – 30 June** (the last financial year).

How do I report?

Reporting on your RAP is easily achieved by completing and submitting the online RAP Impact Measurement Questionnaire. Reconciliation Australia will send a link to the online Questionnaire. The link is specific to the RAP organisation, and will be sent to the primary contact listed on Reconciliation Australia's database.

To ensure that your organisation receives the link to the online Questionnaire, please check that the Reconciliation Australia has the most up to date contact information on file. Get in touch with your RAP Officer, or email us at reporting@reconciliation.org.au to check or update contact information.

The types of questions we ask

The questions are included at the end of the document to assist you to prepare for the Questionnaire. Prior to filling out the online Questionnaire, please use the Questionnaire below to collect the data and seek any relevant approvals within your organisation. Once you have collected the data please submit the results via the link sent to you.

How long will it take to report?

Once you've collected the relevant data, completing the RAP Impact Measurement Questionnaire online should take approximately 30-60 minutes.

The Questionnaire is quite long, can I save and complete it at a later date?

Responses are saved each time you click 'next'. If you wish to exit the Questionnaire and finish it at a later date, please complete the questions on the current page, and click 'next' to ensure your information is saved. To return to the Questionnaire, go back to the original email and click on the link.

Why is the 2018 RAP Impact Measurement Questionnaire different to previous years?

This year the Questionnaire contains additional questions to support a comprehensive evaluation of the RAP Program. To protect the privacy of our RAP Partners, only de-identified information will be provided to the third party evaluators.

This year the Questionnaire will be created through Survey Monkey. If you have any concerns using this platform, please familiarise yourself with the Survey Monkey [privacy and security policies](#).

Will the data I enter be kept confidential?

All data entered into the online RAP Impact Measurement Questionnaire will be kept confidential. We do not publically release data from any individual organisation, only aggregate data is used to prepare the RAP Impact Measurement Report.

The data collected will also be used to contribute to the evaluation of the RAP Program. Only de-identified information will be provided to the third party evaluators.

NOTE: If confidentiality is a concern, please ensure that you do not name your organisation when providing responses in the free-text fields.

What if our RAP was endorsed less than 12 months ago?

If your FIRST RAP was endorsed less than twelve months ago, we do not expect your organisation to complete the Questionnaire for this particular reporting period.

However, if you would like to submit a RAP Impact Measurement Questionnaire to give us an update on your progress so far, please feel free to use the link sent to you during the reporting period and submit your report.

What if we don't have a current RAP?

If you have had an endorsed RAP that is now expired, and you are currently scoping or drafting a new RAP, you are still required to report. Often organisations have gaps between RAPs, however if the organisation is still engaged in reconciliation activities and have notified Reconciliation Australia of their intention to remain in the program, they are still considered active members of the RAP Program.

Do we need to report if we are currently in the process of developing our next RAP?

Yes.

Who do I contact if I am having technical issues with reporting?

Get in touch with your RAP Officer, or email us at reporting@reconciliation.org.au or call the Reconciliation Australia office on 02 6272 2600 and ask to speak to a member of the RAP team.

What should I do if I haven't received my link?

Check your junk mail folders in your inbox, as your survey may automatically reject the email as spam. If you do not receive the email by 14 September 2018, please email us at reporting@reconciliation.org.au or call the Reconciliation Australia office on 02 6272 2600 and ask to speak to a member of the RAP team.

RAP Impact Measurement Questionnaire

Question	Options	Definition
Organisation		
Name	Name of your organisation	
Preferred/abbreviated name	Free text	
Type of organisation	Options: <input type="checkbox"/> Private <input type="checkbox"/> NFP/NGO <input type="checkbox"/> Federal Government <input type="checkbox"/> State Government <input type="checkbox"/> Local Government <input type="checkbox"/> Other:	
Total number of employees	Options: <input type="checkbox"/> Number of total employees in your organisation	Employees include any paid full-time, part-time or casual staff within your organisation. For global organisations, employees refer to Australian based employees only.
If you are a peak body, please indicate the total number of members you represent	Options: <input type="checkbox"/> Number of members (organisations) <input type="checkbox"/> Number of members (individuals)	For peak bodies and sporting clubs only with a membership base.
Total number of students	Options: <input type="checkbox"/> Number of total students in your organisation, or <input type="checkbox"/> N/A	For tertiary education institutions only
Sector	Options: <input type="checkbox"/> Arts and culture <input type="checkbox"/> Community development <input type="checkbox"/> Construction and infrastructure <input type="checkbox"/> Professional services <input type="checkbox"/> Disability <input type="checkbox"/> Child care and early learning centres <input type="checkbox"/> Employment	



	<input type="checkbox"/> Energy services <input type="checkbox"/> Environment and resource management <input type="checkbox"/> Financial <input type="checkbox"/> Health and medical <input type="checkbox"/> Insurance <input type="checkbox"/> Legal services <input type="checkbox"/> Manufacturing <input type="checkbox"/> Media <input type="checkbox"/> Mental health management/services <input type="checkbox"/> Mining <input type="checkbox"/> Property development/management <input type="checkbox"/> Retail, food, and consumer <input type="checkbox"/> Science, Technology and Engineering <input type="checkbox"/> Social Services <input type="checkbox"/> Sport <input type="checkbox"/> TAFE <input type="checkbox"/> Telecommunications <input type="checkbox"/> Tourism <input type="checkbox"/> Transport <input type="checkbox"/> University <input type="checkbox"/> Youth services <input type="checkbox"/> Other	
Current RAP type	Options: <input type="checkbox"/> Reflect RAP <input type="checkbox"/> Innovate RAP <input type="checkbox"/> Stretch RAP <input type="checkbox"/> Elevate RAP <input type="checkbox"/> General RAP	Select the latest type of RAP, your organisation developed, that was endorsed by Reconciliation Australia. 'General RAP' refers to RAPs endorsed prior to the introduction of R.I.S.E. RAP types in 2014.
RAP stage	Options: <input type="checkbox"/> Drafting next RAP, (and/or) <input type="checkbox"/> Implementing current RAP	Select all options that apply.
Date range and type of previous RAP(s).	Options: <input type="checkbox"/> RAP type (year – year)	Please outline the type and date range of any previous RAP(s). Enter up to eight RAPs
RAP development questions		



<p>RAP Motivation</p> <p>Please rank your organisations top 3 drivers for developing a RAP.</p>	<p>Options <i>[rank top 3 by indicating numbers from 1-3.]:</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> We wanted to be seen as a responsible organisation <input type="checkbox"/> There was an internal leader/RAP champion <input type="checkbox"/> Increased quality of life for Aboriginal and Torres Strait Islander peoples <input type="checkbox"/> Increase local community cohesiveness in areas where we operate <input type="checkbox"/> Raise awareness amongst the non-Indigenous community <input type="checkbox"/> Reduced Government expenditure on health/human services/justice/education with more employment opportunities <input type="checkbox"/> We wanted to gain confidence or reassurance on what is culturally appropriate <input type="checkbox"/> We realised our colleagues care about this issue <input type="checkbox"/> Maintain a competitive advantage in business <input type="checkbox"/> To ensure we receive funding <input type="checkbox"/> We were influenced/encouraged by our partner organisations <input type="checkbox"/> We saw a need for a cultural shift within our organisation <input type="checkbox"/> To open up new or improve current tendering opportunities <input type="checkbox"/> Networking building opportunities with other organisations <input type="checkbox"/> Build rapport with our internal Aboriginal and/or Torres Strait Islander stakeholders. <input type="checkbox"/> Build rapport with our external Aboriginal and/or Torres Strait Islander stakeholders. 	
<p>Please list any other drivers for RAP development relevant to your organisation</p>	<p>Options: Free text</p>	
<p>RAP templates and resources</p> <p><i>To what extent do you agree or disagree with the following statement:</i></p> <p>RAP templates are an effective tool for understanding your</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> N/A 	<p>N/A option only applies to organisations that are currently developing or have a current Elevate RAP</p>

<p>potential contribution and for designing meaningful action.</p>		
<p>RAP review and endorsement process</p> <p>What aspects of the RAP review and endorsement process worked well for your organisation?</p> <p>What aspects of the RAP review and endorsement process could be improved?</p> <p>How would you rate your organisation's confidence to manage and implement your RAP following the review and endorsement process?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Open text box <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Open text box <p>Options:</p> <p>Prior to drafting your most recent RAP:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Not confident <input type="checkbox"/> Somewhat confident <input type="checkbox"/> Fairly confident <input type="checkbox"/> Confident <input type="checkbox"/> Very confident <input type="checkbox"/> N/A <p>Now:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Not confident <input type="checkbox"/> Somewhat confident <input type="checkbox"/> Fairly confident <input type="checkbox"/> Confident <input type="checkbox"/> Very confident <input type="checkbox"/> N/A 	
<p>Did your organisation receive support from an external consultant to develop and implement your RAP?</p> <p>If yes, how would you rate the external consultants understanding of:</p>	<p>Options</p> <ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <p>Options:</p> <p>The RAP framework</p> <ul style="list-style-type: none"> <input type="checkbox"/> N/A <input type="checkbox"/> Very poor <input type="checkbox"/> Poor 	<p>In this context, we are referring to external consultants that your organisation has engaged on a fee-for-service basis specifically for your RAP development or implementation.</p>



	<ul style="list-style-type: none"> <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Excellent <p>Your organisation's requirements</p> <ul style="list-style-type: none"> <input type="checkbox"/> N/A <input type="checkbox"/> Very poor <input type="checkbox"/> Poor <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Excellent 	
<p>Support from Reconciliation Australia</p> <p><i>To what extent do you agree or disagree:</i></p> <p>Reconciliation Australia provides your organisation with sufficient support, guidance, advice and direction to develop and implement your RAP.</p> <p>Please indicate the extent to which you agree or disagree that you expected to receive or did receive useful support from Reconciliation Australia in the following forms:</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <p>Options:</p> <p>Expected support</p> <ul style="list-style-type: none"> <input type="checkbox"/> Phone conversations (N/A -SD-D-N-A-SA) <input type="checkbox"/> Emails (N/A -SD-D-N-A-SA) <input type="checkbox"/> Face-to-face sessions (N/A-SD-D-N-A-SA) <input type="checkbox"/> Feedback on draft RAP documents <input type="checkbox"/> Learning/ networking events (N/A -SD-D-N-A-SA) <input type="checkbox"/> RAP Workshops (N/A -SD-D-N-A-SA) <input type="checkbox"/> RA sitting in on working group meetings (N/A -SD-D-N-A-SA) <input type="checkbox"/> RA speaking with our senior leaders <input type="checkbox"/> Connecting us with other RAP organisations <p>Received useful support</p> <ul style="list-style-type: none"> <input type="checkbox"/> Phone conversations (N/A -SD-D-N-A-SA) <input type="checkbox"/> Emails (N/A -SD-D-N-A-SA) <input type="checkbox"/> Face-to-face sessions (N/A-SD-D-N-A-SA) <input type="checkbox"/> Feedback on draft RAP documents 	<p>SD=strongly disagree D=disagree N=neutral A=agree SA=strong agree NA=not applicable</p>



<p>Please suggest any other types of support your organisation would like to receive from Reconciliation Australia</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Learning/ networking events (N/A -SD-D-N-A-SA) <input type="checkbox"/> RAP Workshops (N/A -SD-D-N-A-SA) <input type="checkbox"/> RA sitting in on working group meetings (N/A -SD-D-N-A-SA) <input type="checkbox"/> RA speaking with our senior leaders <input type="checkbox"/> Connecting us with other RAP organisations <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Open text box 	
<p>Perceptions of Reconciliation Australia <i>To what extent do you agree or disagree with the following statements:</i></p> <p>The national brand and movement of RAPs is strong in the public sphere.</p> <p>Reconciliation Australia is reaching the nation’s political, business and community leaders.</p> <p>Reconciliation Australia provides opportunities to connect with relevant organisations or groups.</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree 	



<p>Your relationship with Reconciliation Australia</p> <p>Indicate the frequency of contact your organisation has had with Reconciliation Australia</p> <p>Please rate the strength of your organisation's relationship with Reconciliation Australia</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Once every two or three months <input type="checkbox"/> More than once a year but less than once a quarter <input type="checkbox"/> once a year or less <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 5 <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 	<p>The strength of the relationship is measured in a 1-5 scale. 1 is a very weak relationship where as a 5 is very strong.</p> <p>A weak relationship is transactional in nature and a strong relationship would be a partnership with long-term commitment, shared learning, and a strong contextual awareness</p>
<p>RAP implementation</p> <p><i>To what extent do you agree or disagree with the following statements:</i></p> <p>Your RAP working group had/has...</p> <p>Your organisation understood/understands its</p>	<p>Options:</p> <p>12 months ago:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strategic representation from across the organisation (NA-SD-D-N-A-SA) <input type="checkbox"/> Aboriginal and Torres Strait Islander representation (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of reconciliation (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of the organisation's sphere of influence (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of appropriate consultation practices (NA-SD-D-N-A-SA) <p>Now</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strategic representation from across the organisation (NA-SD-D-N-A-SA) <input type="checkbox"/> Indigenous representation (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of reconciliation (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of the organisation's sphere of influence (NA-SD-D-N-A-SA) <input type="checkbox"/> An understanding of appropriate consultation practices (NA-SD-D-N-A-SA) <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 12 months ago: SD-D-N-A-SA <input type="checkbox"/> Now: SD-D-N-A-SA 	<p>'Sphere of influence' relates to the impact that your RAP is having:</p> <ol style="list-style-type: none"> 1. Internally in the RAP working group and leadership of your organisation 2. Within your organisation 3. In the broader community with external stakeholders



<p>strategic contribution to reconciliation.</p> <p>Your organisation had/has an accurate understanding of its current RAP performance level.</p> <p>Your organisation had/has strong leadership commitment for the RAP.</p>	<p>Options:</p> <p><input type="checkbox"/> 12 months ago: SD-D-N-A-SA</p> <p><input type="checkbox"/> Now: SD-D-N-A-SA</p> <p>Options:</p> <p><input type="checkbox"/> 12 months ago: SD-D-N-A-SA</p> <p><input type="checkbox"/> Now: SD-D-N-A-SA</p>	
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Relationships

<p>Partnerships</p> <p><i>To what extent do you agree or disagree with the following statement:</i></p> <p>Your organisation had/has formed informative and meaningful relationships with Aboriginal and Torres Strait Islander peoples, communities or organisations in your local area or sphere of influence.</p> <p>How many Aboriginal and Torres Strait Islander organisations have you formed or maintained a partnership with in the last 12 months?</p>	<p>Options:</p> <p><input type="checkbox"/> 12 months ago: NA-SD-D-N-A-SA</p> <p><input type="checkbox"/> Now: NA-SD-D-N-A-SA</p> <p>Options:</p> <p><input type="checkbox"/> Number of formal partners</p> <p><input type="checkbox"/> Number of informal partners</p>	<p>Formal partners refer to partnerships that have been formalised with a contract or memorandum of understanding.</p>
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<p>Network mapping</p> <p>23. Please identify 1 to 10 organisations, community groups or individuals*, who are important to your reconciliation work.</p> <p><i>*If you have identified relationships with individuals,</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Name</th> <th style="width: 30%;">Please assign a score for the frequency of contact where 5 is weekly, 3 is once every two or three months and 1 is seldom (once a year or less)</th> <th style="width: 30%;">Nature of Relationship</th> <th style="width: 15%;">Strength of Relationship</th> </tr> </thead> <tbody> <tr> <td></td> <td style="text-align: center;">• 1</td> <td style="text-align: center;"><input type="checkbox"/> N/A</td> <td style="text-align: center;">• 1 • 2</td> </tr> </tbody> </table>	Name	Please assign a score for the frequency of contact where 5 is weekly, 3 is once every two or three months and 1 is seldom (once a year or less)	Nature of Relationship	Strength of Relationship		• 1	<input type="checkbox"/> N/A	• 1 • 2	<p><i>These could be Aboriginal, Torres Strait Islander, and/or non-Indigenous organisations, community groups or individuals that provide you with advice, services or products or a contact you supports as part of</i></p>
Name	Please assign a score for the frequency of contact where 5 is weekly, 3 is once every two or three months and 1 is seldom (once a year or less)	Nature of Relationship	Strength of Relationship							
	• 1	<input type="checkbox"/> N/A	• 1 • 2							



<p><i>please note any affiliations they have with organisations or community groups.</i></p>	<ul style="list-style-type: none"> • 2 • 3 • 4 • 5 <ul style="list-style-type: none"> <input type="checkbox"/> <i>Aboriginal and Torres Strait Islander peoples/communities</i> <input type="checkbox"/> <i>Aboriginal and Torres Strait Islander organisations</i> <input type="checkbox"/> <i>Aboriginal and Torres Strait Islander suppliers</i> <input type="checkbox"/> <i>RAP Implementation adviser</i> <input type="checkbox"/> <i>Other RAP organisation</i> <input type="checkbox"/> <i>Other, please specify---</i> 	<ul style="list-style-type: none"> • 3 • 4 • 5 <p><i>this reconciliation agenda.</i></p> <p>The strength of the relationship is measured in a 1-5 scale. 1 is a very weak relationship where as a 5 is very strong.</p> <p>A weak relationship is transactional in nature and a strong relationship would be a partnership with long-term commitment, shared learning, and a strong contextual awareness</p>
<p>We would really like to highlight the partnerships between RAP organisations and Aboriginal and Torres Strait Islander organisations. Have you got a story to tell us that we can share?</p>	<p>Options:</p> <p><input type="checkbox"/> Open text box.</p>	
<p>Collaboration and partnership</p> <p>To what extent were collaborations and partnerships formed in the last 12 months driven by your RAP commitments?</p> <p>In the absence of a RAP what proportion of any partnerships or collaborations would have been formed in the last 12 months?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal <input type="checkbox"/> N/A <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal <input type="checkbox"/> N/A 	



<p>National Reconciliation Week (NRW)</p> <p>Did your organisation participate in NRW this year?</p> <p>How did your organisation participate in NRW this year?</p>	<p>Options: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know</p> <table border="1" data-bbox="549 678 1182 1879"> <thead> <tr> <th></th> <th><u>Activity led/ hosted primarily by your organisation</u></th> <th><u>Attended or minor supporter of external activity</u></th> </tr> </thead> <tbody> <tr><td>Launched our RAP</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Launched a new program or initiative</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Invited guest speakers to attend our events</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Distribution of information, resources and promotional material to staff or public</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Raised awareness through social media or on our website</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Unveiled a plaque or named a facility</td><td></td><td style="background-color: #cccccc;"></td></tr> <tr><td>Learning seminars, workshops, documentary screenings or training sessions</td><td></td><td></td></tr> <tr><td>Reconciliation event, presentation, meeting, forum such as a tea, lunch or dinner</td><td></td><td></td></tr> <tr><td>Cultural event or exhibition involving dance, language, art, music, film, food or a tour</td><td></td><td></td></tr> <tr><td>Organised Welcome to Country or other traditional ceremonies</td><td></td><td></td></tr> <tr><td>Participated in commemorative events or campaign such as a Sea of Hands, Sorry Day events, marches or walks</td><td></td><td></td></tr> </tbody> </table>		<u>Activity led/ hosted primarily by your organisation</u>	<u>Attended or minor supporter of external activity</u>	Launched our RAP			Launched a new program or initiative			Invited guest speakers to attend our events			Distribution of information, resources and promotional material to staff or public			Raised awareness through social media or on our website			Unveiled a plaque or named a facility			Learning seminars, workshops, documentary screenings or training sessions			Reconciliation event, presentation, meeting, forum such as a tea, lunch or dinner			Cultural event or exhibition involving dance, language, art, music, film, food or a tour			Organised Welcome to Country or other traditional ceremonies			Participated in commemorative events or campaign such as a Sea of Hands, Sorry Day events, marches or walks			<p>Please tick all that apply</p>
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<p>Please estimate the number of staff, from your organisation, that participated in a NRW activity in 2018.</p> <p>Please estimate the percentage of these staff participants engaged for the first time in NRW activities?</p> <p>Please estimate the number of people external to your organisation that participated in your organisation's NRW activities in 2018.</p> <p>How many NRW events did your organisation host this year?</p>	<table border="1"> <tr><td>Raised awareness through flags, posters, banners and displays</td><td></td><td></td></tr> <tr><td>Ran activities for children and families</td><td></td><td></td></tr> <tr><td>Reconciliation Awards</td><td></td><td></td></tr> <tr><td>Collaborated or supported other organisations for local events</td><td></td><td></td></tr> <tr><td>Ran quizzes, competitions or giveaways</td><td></td><td></td></tr> <tr><td>Did not officially participate this year</td><td></td><td></td></tr> <tr><td>Other (please specify)</td><td></td><td></td></tr> <tr><td>Don't know</td><td></td><td></td></tr> </table> <p>Options: <input type="checkbox"/> Number of staff</p> <p>Options: <input type="checkbox"/> Percentage of attendees</p> <p>Options: <input type="checkbox"/> Number of external attendees</p> <p>Options: <input type="checkbox"/> Number of events</p>	Raised awareness through flags, posters, banners and displays			Ran activities for children and families			Reconciliation Awards			Collaborated or supported other organisations for local events			Ran quizzes, competitions or giveaways			Did not officially participate this year			Other (please specify)			Don't know			
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Other (please specify)																										
Don't know																										
<p>RAP Awareness</p> <p>29. How did your organisation raise awareness of its RAP in the last 12 months?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Via our website or social media <input type="checkbox"/> As a part of NAIDOC week or NRW <input type="checkbox"/> During staff, board or committee meetings <input type="checkbox"/> Emails to staff <input type="checkbox"/> Organised a staff activity <input type="checkbox"/> Via newsletters, bulletins, articles, publications, progress or annual reports <input type="checkbox"/> During new staff inductions or training (including cultural awareness training or e-learning modules) 	<p>Please tick all that apply.</p>																								



	<ul style="list-style-type: none"> <input type="checkbox"/> Via email signatures, intranet or internal social media <input type="checkbox"/> RAP launch or company events <input type="checkbox"/> Established dedicated RAP sub-committees or champions to support working group <input type="checkbox"/> Copies of RAP or promotional material made available in common areas or distributed to stakeholders <input type="checkbox"/> Engaged externally with Aboriginal and Torres Strait Islander communities or other organisations or agencies to speak at events or presentations <input type="checkbox"/> Through publically attended events or media promotions <input type="checkbox"/> Informed internally via discussions with staff <input type="checkbox"/> Incorporating Welcome to and/or Acknowledgment of Country as part of events and presentations <input type="checkbox"/> Incorporating Aboriginal and Torres Strait Islander art, flags or other cultural forms into the work environment <input type="checkbox"/> No recent effort to raise awareness has been made <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Don't know 	
<p><i>To what extent do you agree or disagree with the following statement:</i></p> <p>Completing this annual RAP Impact Measurement Questionnaire helps hold my organisation accountable to its RAP commitments.</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> N/A (first time reporting) <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Neutral <input type="checkbox"/> Agree <input type="checkbox"/> Strongly Agree 	
Respect		
<p>Cultural Learning</p> <p>Does your organisation have an Aboriginal and Torres Strait Islander cultural learning strategy document?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know 	



<p>What is the target number of staff that your organisation committed to undertake a cultural learning program, in the reporting period?</p> <p>How many staff have undertaken a cultural learning program during the reporting period?</p>	<p>Options: <input type="checkbox"/> Target number <input type="checkbox"/> N/A</p> <p>Options: <input type="checkbox"/> Overall number</p> <p>Breakdown: <input type="checkbox"/> E-learning cultural program <input type="checkbox"/> Face-to-face cultural program <input type="checkbox"/> Cultural immersion program</p>	<p>Target number is the actual number of employees (not calculated on an FTE basis).</p> <p>A cultural immersion program refers to a cultural experience on country, guided by a local Traditional Owner</p>																								
<p>Cultural protocols</p> <p>Does your organisation have an Aboriginal and Torres Strait Islander cultural protocols document?</p>	<p>Options: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know</p>																									
<p>How did your organisation celebrate NAIDOC week this year?</p>	<table border="1"> <thead> <tr> <th data-bbox="534 985 853 1176"></th> <th data-bbox="853 985 1045 1176"><u>Activity led primarily by your organisation</u></th> <th data-bbox="1045 985 1197 1176"><u>Attended or minor supporter of external activity</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="534 1176 853 1332">Promoted NAIDOC Week through social media, email, newsletters or intranet to staff</td> <td data-bbox="853 1176 1045 1332"></td> <td data-bbox="1045 1176 1197 1332" style="background-color: #cccccc;"></td> </tr> <tr> <td data-bbox="534 1332 853 1444">Promoted NAIDOC Week through social media, email, or newsletters to public</td> <td data-bbox="853 1332 1045 1444"></td> <td data-bbox="1045 1332 1197 1444" style="background-color: #cccccc;"></td> </tr> <tr> <td data-bbox="534 1444 853 1534">Ran quizzes, competitions or giveaways</td> <td data-bbox="853 1444 1045 1534"></td> <td data-bbox="1045 1444 1197 1534" style="background-color: #cccccc;"></td> </tr> <tr> <td data-bbox="534 1534 853 1668">Invited guest speakers to share cultural knowledge at our events</td> <td data-bbox="853 1534 1045 1668"></td> <td data-bbox="1045 1534 1197 1668" style="background-color: #cccccc;"></td> </tr> <tr> <td data-bbox="534 1668 853 1736">Provided cultural awareness training</td> <td data-bbox="853 1668 1045 1736"></td> <td data-bbox="1045 1668 1197 1736" style="background-color: #cccccc;"></td> </tr> <tr> <td data-bbox="534 1736 853 1848">Recognition event, presentation, meeting, forum such as a tea, lunch or dinner</td> <td data-bbox="853 1736 1045 1848"></td> <td data-bbox="1045 1736 1197 1848"></td> </tr> <tr> <td data-bbox="534 1848 853 1912">Cultural entertainment event (art, music,</td> <td data-bbox="853 1848 1045 1912"></td> <td data-bbox="1045 1848 1197 1912"></td> </tr> </tbody> </table>		<u>Activity led primarily by your organisation</u>	<u>Attended or minor supporter of external activity</u>	Promoted NAIDOC Week through social media, email, newsletters or intranet to staff			Promoted NAIDOC Week through social media, email, or newsletters to public			Ran quizzes, competitions or giveaways			Invited guest speakers to share cultural knowledge at our events			Provided cultural awareness training			Recognition event, presentation, meeting, forum such as a tea, lunch or dinner			Cultural entertainment event (art, music,			<p>Please tick all that apply.</p>
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Cultural entertainment event (art, music,																										

	dance) and food (bush tucker)			
	Cultural learning events through walking tours, short films, museum visits or cultural centre trips			
	Incorporated Indigenous culture in the work environment with posters, art, flags and staff events			
	'Welcome To Country' and/or smoking ceremony			
	Staff attended the NAIDOC March or Flag Raising Ceremony			
	Attended the NAIDOC Award Ceremony or provided employees with awards			
	Supported community or NAIDOC sponsored events (your led activities within this might include holding a stall for example)			
	Participated in campaigns (such as AIME Hoodie Day)			
	Provided social (e.g. health, legal) or business services or information to the Indigenous community			
	Supported children and youth organisations or events			
	Participated in fundraising or charity work			
	Staff were able to access cultural leave or take time off to attend external NAIDOC events			
	Didn't officially participate in NAIDOC this year			
	Other (please specify)			



<p>How has your organisation promoted Aboriginal and Torres Strait Islander cultures in the workplace this year?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Incorporating Aboriginal and Torres Strait Islander art or other cultural forms into the work environment <input type="checkbox"/> Provided Cultural Awareness training <input type="checkbox"/> Acknowledgment of Country encouraged at the start of meetings <input type="checkbox"/> Held cultural events with input from Aboriginal and Torres Strait Islander peoples or arranged for guest speakers <input type="checkbox"/> Publically profiled/celebrated the achievements of our Aboriginal and Torres Strait Islander employees. <input type="checkbox"/> Advertised cultural events through staff portal or email <input type="checkbox"/> Promoted or participated in NAIDOC and/or NRW Weeks activities in workplace <input type="checkbox"/> Organised Welcome to Country Ceremonies <input type="checkbox"/> Recognition of Aboriginal and Torres Strait Islander languages in the workplace <input type="checkbox"/> Recognition of significant days <input type="checkbox"/> Staff attended cultural events <input type="checkbox"/> Having educational flags, resources, posters and screen boards about Aboriginal and Torres Strait Island in the office <input type="checkbox"/> Incorporating the principles of Reconciliation into our organisation's culture <input type="checkbox"/> Introducing supports for Aboriginal and Torres Strait Islander clients <input type="checkbox"/> Conducted projects/research on behalf of Aboriginal and Torres Strait Islander peoples <input type="checkbox"/> Named facilities or infrastructure using local Aboriginal and Torres Strait Islander languages <input type="checkbox"/> Presenting an award celebrating achievements in Aboriginal and Torres Strait Islander communities <input type="checkbox"/> Planning to promote cultures in the future <input type="checkbox"/> Don't know <input type="checkbox"/> N/A <input type="checkbox"/> Other (please specify) 	
<p>Have you changed any of your core and/or external facing services and practices as a result of your RAP?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No 	



<p>Culturally appropriate services and practices</p> <p>Have you noticed any changes for your customers/clients/supporters/ other stakeholders due to the way you operate with more culturally appropriate services or practices?</p> <p>To what extent were activities and changes relating to cultural competency driven by your RAP commitments?</p> <p>In the absence of a RAP, what proportion of any Aboriginal and Torres Strait Islander cultural changes or learning programs do you think your organisation would have been undertaken anyway?</p> <p>How would you define your organisation’s understanding of the five dimensions of reconciliation?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Very negative <input type="checkbox"/> Negative <input type="checkbox"/> No change <input type="checkbox"/> Positive <input type="checkbox"/> Very positive <input type="checkbox"/> N/A <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Institutional integrity (Very poor-Poor-Average-Good-Excellent) <input type="checkbox"/> Unity (Very poor-Poor-Average-Good-Excellent) <input type="checkbox"/> Race relations (Very poor-Poor-Average-Good-Excellent) <input type="checkbox"/> Historical acceptance (Very poor-Poor-Average-Good-Excellent) <input type="checkbox"/> Equality and equity (Very poor-Poor-Average-Good-Excellent) 	
Opportunities		
<p>Aboriginal and Torres Strait Islander employment</p> <p><i>To what extent do you agree or disagree with the following statements:</i></p> <p>Your organisation is maximising the value it gets from the unique skills, competencies and opportunities that Aboriginal and</p>	<p>Options:</p> <ul style="list-style-type: none"> • 12 months ago: NA-SD-D-N-A-SA • Now: NA-SD-D-N-S-SA 	<p>For example, value may include new cultural perspectives, new market opportunities or guidance on specific programs.</p>



<p>Torres Strait Islander employees bring with them.</p>		
<p>Does your organisation have an Aboriginal and Torres Strait Islander Employment and Retention strategy document?</p> <p>What is your target for Aboriginal and Torres Strait Islander employment in this reporting period?</p> <p>How many Aboriginal and Torres Strait Islander staff does your organisation currently employ?</p> <p>Please indicate the number of Aboriginal and Torres Strait Islander staff that are in:</p> <p>For newly employed Aboriginal and Torres Strait Islander staff, please outline how many are filling newly created 'identified' roles and how many are filling existing job roles.</p> <p>How many Aboriginal and Torres Strait Islander staff did you retain in your organisation throughout the reporting period?</p>	<p>Options: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know</p> <p>Options: <input type="checkbox"/> Target number <input type="checkbox"/> N/A</p> <p>Options: <input type="checkbox"/> Overall number</p> <p>Breakdown: <input type="checkbox"/> Permanent full-time <input type="checkbox"/> Permanent part-time <input type="checkbox"/> Casual <input type="checkbox"/> Apprentices <input type="checkbox"/> Traineeships <input type="checkbox"/> Internships <input type="checkbox"/> Cadetships <input type="checkbox"/> Contractors <input type="checkbox"/> Secondees <input type="checkbox"/> Non-ongoing full-time <input type="checkbox"/> Non-ongoing part-time</p> <p>Options: <input type="checkbox"/> Board positions <input type="checkbox"/> Executive roles <input type="checkbox"/> Other management positions <input type="checkbox"/> Junior roles</p> <p>Options: <input type="checkbox"/> Number filling newly created identified roles <input type="checkbox"/> Number filling existing job roles</p> <p>Options: <input type="checkbox"/> Number <input type="checkbox"/> Don't know <input type="checkbox"/> N/A</p>	<p>Permanent employment refers to, employees that have been engaged in ongoing employment or that have been employed for longer than 12 months.</p> <p>Non-ongoing employment refer to staff that have been employed for a specific project, or short term contract (less than 12 months).</p>



<p>Did your organisation provide professional development opportunities to Aboriginal and Torres Strait Islander people?</p> <p>Did your organisation develop new human resources processes and procedures (to support and enhance your organisation being a preferred place of employment for Aboriginal and Torres Strait Islander peoples)?</p> <p>How did your organisation advertise job vacancies to reach an Aboriginal and Torres Strait Islander audience?</p> <p>Which of the above advertising approaches have you found to be most successful?</p>	<p>Options:</p> <p><input type="checkbox"/> Yes – pre-employment training</p> <p><input type="checkbox"/> Yes – progression within current role training</p> <p><input type="checkbox"/> Yes – mentorship programs</p> <p><input type="checkbox"/> Yes – employment pathway programs</p> <p><input type="checkbox"/> Yes – collaboration with other RAP organisations</p> <p><input type="checkbox"/> No</p> <p>Options:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Aboriginal and Torres Strait Islander media <input type="checkbox"/> Aboriginal and Torres Strait Islander job search engines <input type="checkbox"/> Email networks <input type="checkbox"/> Social media <input type="checkbox"/> Word of mouth <input type="checkbox"/> Community notice boards <input type="checkbox"/> Your organisation’s website <input type="checkbox"/> Mainstream job search engines e.g. Seek, ethical jobs <input type="checkbox"/> N/A (did not advertise specifically) <input type="checkbox"/> N/A (we did not advertise any jobs over the year) <input type="checkbox"/> Don’t know <input type="checkbox"/> Other (please specify) <p>Open textbox:</p>	<p>Please tick all that apply.</p>
<p>How has your organisation contributed to the recruitment and retention of Aboriginal and Torres Strait Islander staff this year?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Have recently employed Aboriginal and Torres Strait Islander staff <input type="checkbox"/> Currently in the process of developing or redeveloping our recruitment policy <input type="checkbox"/> Run training and workshops for professional development and cultural awareness <input type="checkbox"/> Have intern, work experience and traineeship positions <input type="checkbox"/> Support for Aboriginal and Torres Strait Islander staff in the workplace 	<p>Please tick all that apply</p>



	<ul style="list-style-type: none"> <input type="checkbox"/> Participated in custom program and events for Aboriginal and Torres Strait Islander <input type="checkbox"/> Partnered with other organisations or recruitment agency <input type="checkbox"/> Implemented a mentoring program <input type="checkbox"/> All position vacancies state that we encourage Aboriginal and Torres State Islander people to apply <input type="checkbox"/> Advertised through Indigenous media channels <input type="checkbox"/> Have had Aboriginal and Torres Strait Islander staff employed long term <input type="checkbox"/> Sought advice on how to recruit and better retain Aboriginal and Torres Strait Islander staff <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Don't know <input type="checkbox"/> N/A 	
<p>To what extent were employment changes driven by your RAP commitments?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Not at all <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal 	
<p>In the absence of a RAP, what proportion of any Aboriginal and Torres Strait Islander employment do you think your organisation would have undertaken anyway?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal 	
<p>Aboriginal and Torres Strait Islander procurement</p> <p>Does your organisation have an Aboriginal and Torres Strait Islander procurement strategy document?</p> <p>What is the dollar value of procurement from Aboriginal and Torres Strait Islander businesses in the reporting period?</p>	<p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> N/A <input type="checkbox"/> Dollar value of goods and/or services procured from Aboriginal and Torres Strait Islander businesses 	<p>We consider Aboriginal and Torres Strait Islander businesses to be those businesses which are at least 50% Aboriginal and Torres Strait Islander owned.</p>



<p>How many Aboriginal and Torres Strait Islander businesses did you enter a contract with, during the reporting period?</p> <p>Is your organisation a Supply Nation member?</p> <p>What are the business benefits of working with Aboriginal and Torres Strait Islander businesses for your organisation? (tick all that apply)</p>	<p><input type="checkbox"/> Dollar value of spend from businesses certified by Supply Nation</p> <p>Options: <input type="checkbox"/> N/A <input type="checkbox"/> Number of all Aboriginal and Torres Strait Islander businesses <input type="checkbox"/> Number of businesses certified by Supply Nation</p> <p>Options: <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Options:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Aboriginal and Torres Strait Islander businesses provide good value for money <input type="checkbox"/> Aboriginal and Torres Strait Islander businesses provide quality goods and services <input type="checkbox"/> Aboriginal and Torres Strait Islander businesses provide more innovative outcomes <input type="checkbox"/> A more diverse supply chain lessens the risk of over reliance and complacency with large providers <input type="checkbox"/> It is good for our supply chain to more accurately reflect our community <input type="checkbox"/> It is good for our stakeholder relationships, such as with Government <input type="checkbox"/> It helps foster reciprocal relationships with Aboriginal and Torres Strait Islander organisations and stakeholders <input type="checkbox"/> It expands our networks <input type="checkbox"/> It is a requirement in our contracts <input type="checkbox"/> It gives us a competitive advantage when tendering <input type="checkbox"/> We know that there is a greater social return on investment, which aligns to our broader organisational values/strategy <input type="checkbox"/> It is good for our “brand” to be seen to be contributing to the community in this way <input type="checkbox"/> Supporting better economic outcomes for Aboriginal and Torres Strait Islander peoples, builds our staff satisfaction <input type="checkbox"/> Don’t know <input type="checkbox"/> N/A 	
--	--	--



	<input type="checkbox"/> Other: ____	
To what extent were procurement changes driven by your RAP commitments?	Options: <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal	Attribution seeks to understand the degree to which the RAP has influenced reconciliation actions relating to business.
In the absence of a RAP, what proportion of any Aboriginal and Torres Strait Islander procurement do you think your organisation would have undertaken anyway?	Options: <input type="checkbox"/> None <input type="checkbox"/> A little <input type="checkbox"/> Some <input type="checkbox"/> Quite a lot <input type="checkbox"/> A great deal	Deadweight seeks to understand the degree to which actions relating to business would have taken place without a RAP.
Donations, contributions, and pro-bono services What is the dollar value of donations made to Aboriginal and Torres Strait Islander organisations in the reporting period?	Options: <input type="checkbox"/> Dollar value of spend <input type="checkbox"/> N/A	
What is the dollar value of contributions to Aboriginal and Torres Strait Islander education scholarships in the reporting period? What is the dollar value of contributions to organisations that support Aboriginal and Torres Strait Islander students?	Options: <input type="checkbox"/> Dollar amount for direct funding of scholarships <input type="checkbox"/> N/A Options: <input type="checkbox"/> Dollar amount of contributions to organisations that support Aboriginal and Torres Strait Islander students <input type="checkbox"/> N/A	An example of a scholarship includes your organisation funding or partially funding a place at a university for Aboriginal and Torres Strait Islander students. An example of a contribution would be your organisation providing funds to an organisation which supports Aboriginal and Torres Strait Islander students to complete study.



<p>What is the value of pro-bono services provided to Aboriginal and Torres Strait Islander, individuals, organisations, or communities in the last 12 months?</p>	<p>Options: <input type="checkbox"/> Hours of pro bono services provided <input type="checkbox"/> Dollar value of pro bono services provided <input type="checkbox"/> N/A</p>	<p>Pro bono service is professional work undertaken voluntarily and without payment.</p>
<p>Please tell us about the impact of any other 'Opportunity' actions your organisation has implemented over the reporting period.</p>	<p>Text box to provide information on RAP activities.</p>	
<p>End of questionnaire</p>		
<p>67. We'd really like to know about any other comments you have or stories you'd like to share about your experiences about delivering on your organisation's RAP commitments this year.</p>	<p>Text box to provide information on RAP activities.</p>	
<p>Testimonial (Optional)</p> <p>68. Please provide a short testimonial regarding the impact that your RAP has had within your organisation.</p> <p>Please note that this may be included in Reconciliation Australia publications.</p>	<p>Text box to provide information on RAP activities.</p>	
<p>Attachments (Optional)</p> <p>Do you have any strategy documents or relevant files that you are happy for us to share with the wider RAP community?</p>	<p>Options: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>Documents could include:</p> <ul style="list-style-type: none"> • Cultural competency strategy • Cultural protocols • Employment and retention strategy • Procurement strategy

PLEASE NOTE: In the spirit of reconciliation, we encourage the RAP community to work together and share key learnings in order to have the greatest impact. At the end of the questionnaire, you will have the opportunity to upload documents that have been instrumental to your organisation's reconciliation journey. By uploading documents through this portal, you are giving Reconciliation Australia permission to share the documents with RAP community.